

### FROM THE DIRECTOR ACQUISITION CAREER MANAGEMENT OFFICE

First let me introduce myself. On Feb. 1, I assumed duties as Director of the Acquisition Career Management Office, having served previously as the Director of the Acquisition Strategy and Customer Support Division at Headquarters, Defense Contract Management Agency. I consider myself both fortunate and honored to have been chosen to work with the dedicated professionals in the Army Acquisition and Technology Workforce (A&TWF), formerly called the Army Acquisition Workforce.

Why was the name changed? Simply to recognize the breadth of occupations and skills that are directly involved in the acquisition of our warfighting and support systems. The new name more accurately reflects the contributions of all those dedicated professionals who are involved in every aspect of system development, requirements determination, technological innovation, logistics support, and financial and acquisition management.

Acquisition is a multifaceted process that requires the skills of many to ensure the best possible systems are developed and fielded to our Army. The combined talents and dedication of all participants are necessary if we are to achieve the goals and objectives set forth in the Army transition plan and the objective force concept. A highly competent Acquisition and Technology Workforce is absolutely essential to ensure a successful transformation of the Army.

At the annual Army Acquisition Career Management Workshop in Austin, TX, in January, we discussed numerous ideas to support the continued success of the A&TWF. We need innovative approaches to get where we need to go and, once they are defined, we need to *make it happen!* This year we will focus on the number of acquisition career management programs and policies we have and the technology support we have in place to carry out these programs and policies.

I want to ensure that we have the right solutions, the best tools, and responsive, user-friendly systems to support the workforce. At the workshop, we also introduced our new *Army Acquisition Career Management Handbook 2001*. This important resource is available from your Acquisition Career Manager and can also be accessed on the Army Acquisition Corps (AAC) home page at <http://dacm.sarda.army.mil/>. I encourage you to look for the article on the annual workshop in the next issue of *Army AL&T*.

I would like to extend my congratulations to the winners of the annual Acquisition Career Management Advoca-

cate and Acquisition Career Manager of the Year Awards. The winners were announced at the workshop in Austin. The Acquisition Career Management Advocate of the Year is Glenn Buttrey, who is employed in the Program Executive Office, Aviation at Redstone Arsenal, AL, in the Southern Region. Christi Steiner received the Acquisition Career Manager of the Year Award. She serves at Rock Island Arsenal, IL, in the Central Region. Congratulations to these outstanding, dedicated professionals who are helping us *make it happen!*

As you read this, the Army Acquisition 2001 Roadshow will be well underway. The roadshow is a valuable vehicle to obtain the information you need to advance your acquisition career goals and to answer your acquisition career management questions. Be sure to find out when the roadshow will be in your region! The current schedule is on Page 38 of this magazine and can be found on the AAC home page at <http://dacm.sarda.army.mil/news/2001roadshow.htm>.

We have many challenges. I need your feedback on current issues and more importantly your ideas for better solutions and tools. I look forward to working with you.

**COL Frank C. Davis III**

**Director**

**Acquisition Career  
Management Office**

### Career Management Handbook, AETE Catalog Available

The *Army Acquisition Career Management Handbook 2001* and the *Acquisition Education, Training & Experience (AETE) 2001 Catalog* are now available from your Acquisition Career Manager. Be sure to get your copy of these important resources! The handbook provides basic information you need to both plan your career and take advantage of the unique opportunities available to you as an acquisition professional. The *AETE 2001 Catalog* serves as an important reference for career development information and outlines all training, education, and experience opportunities available for military and civilian personnel. The catalog may also be accessed at <http://dacm.sarda.army.mil/careerdevelopment>.

### Recruiting Briefings Supplement Roadshow Visits

Army Acquisition 2001 briefings began in February in the National Capital Region. If you are a member of the Army Acquisition and Technology Workforce (A&TWF), you are invited to attend these "roadshow" briefings scheduled throughout the country this year. A team of experts from the Acquisition Career Management Office is prepared to provide assistance to workforce members, including help with updating Acquisition Career Record Briefs, Individual Development Plans, and acquisition career goals.

## CAREER DEVELOPMENT UPDATE

In conjunction with many of the roadshows, acquisition officer recruiting briefings are being held simultaneously to give officers the chance to learn about the Army Acquisition Corps (AAC) and the wide variety of professional and personal opportunities. In particular, captains interested in accession into the Army A&TWF are encouraged to attend. Additionally, supervisors from all branches and other Army acquisition professionals are encouraged to attend the briefings themselves and to support the attendance of quality military officers. Please watch for announcements of a recruiting briefing in your area and consult the AAC home page at <http://dacm.sarda.army.mil/news/2001roadshow.htm> for the current roadshow schedule.

Prior to attending a recruiting briefing, officers may want to visit the AAC home page or the Total Army Personnel Command's Acquisition Management Branch Web site at <http://www-perscom.army.mil/OPfam51/ambmain.htm> for general information. Specific questions regarding recruiting may be directed to Army Acquisition Recruiting Officer MAJ Jeannette Jones at (703) 604-7136, DSN 664-7136, or e-mail [JonesJJ@sarda.army.mil](mailto:JonesJJ@sarda.army.mil).

The roadshow schedule for March and April 2001 is as follows:

APG, MD	March 6-8
Fort Detrick, MD	March 19
Natick, MA	April 18-19
CECOM, Fort Monmouth, NJ	April 24-25
ARDEC, Picatinny Arsenal, NJ	April 25-26

### 31 Graduate From MAM Course

In December 2000, 31 students graduated from the Materiel Acquisition Management (MAM) Course, Class 01-001, at the Army Logistics Management College, Fort Lee, VA. The Distinguished Graduate Award was presented to MAJ Karen D. Tomlin, who is assigned to the Program Executive Office for Command, Control and Communications Systems at Fort Hood, TX.

The 7-week MAM Course provides a broad perspective of the materiel acquisition process and includes a discussion of national policies and objectives that shape it. Areas of coverage include acquisition concepts and policies, research and development (R&D), test and evaluation, financial and cost management, acquisition logistics, force integration, production management, risk assessment, and contract management. Emphasis is on developing midlevel managers to effectively participate in managing the acquisition process. New DoD 5000 policies were incorporated into the materials presented in this class offering.

R&D, program management, testing, contracting, requirements generation, logistics, and production management are some of the work assignment areas offered to MAM Course graduates.

### Organizational Name Change

The Center for Professional Development and Training at The University of Texas at Austin is now called The Center for Strategic Analysis (CSA). The CSA General Officer Review Board, chaired by Director of the Army Acquisition Corps LTG Paul J. Kern, approved the name change Oct. 13, 2000. According to Dr. Jerry Davis, Center Director, the new name better reflects the center's mission that has evolved as a result of contractual taskings with the Acquisition Corps, the Army, and DOD to focus on long-term planning and future Army and Defense strategies.

Using the university's vast capabilities and those of Army War College fellows and Defense advisors, the CSA will place greater emphasis on strategic studies, long-range planning, transition, military analysis, and innovative acquisition processes. Many of the ongoing programs, such as the Army Senior Service College Fellowship Program, will integrate the new strategic emphasis.

For additional information regarding CSA, contact Jerry Davis at (512) 232-4554, e-mail [jerry\\_davis@iat.utexas.edu](mailto:jerry_davis@iat.utexas.edu); or Jim Pollard at (512) 232-4560, e-mail [jim\\_pollard@iat.utexas.edu](mailto:jim_pollard@iat.utexas.edu).

### Russo Becomes First DLAMP Army Graduate

Late last year, David J. Russo, Director of Program Integration in the Program Executive Office for Air and Missile Defense, Huntsville, AL, became the first Department of the Army employee and the first member of the Army Acquisition Corps (AAC) to graduate from the Defense Leadership and Management Program (DLAMP). DLAMP is the Congressionally mandated premier Senior Executive Service development program for senior DOD leaders.

Russo received his diploma from then Deputy Secretary of Defense Rudy de Leon at a ceremony held in the Pentagon. He also received a congratulatory letter from then President William J. Clinton.

Russo has more than 26 years of active federal service, is Level III certified in the AAC, and is a lieutenant colonel in the U.S. Army Reserve.

### 13 Officers Selected For Advanced Strategic Art Program

Thirteen officers from various military Services were recently selected to participate in the Advanced Strategic Art Program (ASAP) at the U.S. Army War College, Carlisle Barracks, PA. Among the selectees was COL Genaro Dellarocco, the first Army Acquisition Corps officer chosen for the program. The ASAP is a rigorous program designed to provide commanders-in-chief with the finest campaign and theater strategists in the world. The ASAP class will graduate in June 2001.

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The ASAP joint-warfighting curriculum prepares students for planning positions on unified command staffs, on the Joint Staff, and for other demanding planning assignments.

"The program focuses on the nexus between national wartime strategy and theater strategy. The course will provide students with a solid intellectual foundation in history, theory, and strategy to develop a rich professional perspective on theater operations," said COL Michael Matheny, ASAP Director.

The ASAP, now in its second year, is a key element of the vision for the U.S. Army War College—the center for study of strategic landpower issues—educating senior officers of the Armed Forces in leadership and landpower. Each ASAP graduate will be awarded the additional skill identifier of 6Z–Strategist.

## Acquisition Candidate Accession Board Results

The annual U.S. Total Army Personnel Command (PERSCOM) Acquisition Candidate Accession Board (PACAB) convened Nov. 6-9, 2000, to review applications of officers for accession into the Army Acquisition Corps (AAC). The PACAB reviewed the records of 234 officers requesting consideration for the AAC. Below is the list of 121 officers from year groups 91-95 recommended for accession. These officers are now controlled as Functional Area 51 (Acquisition Corps) and are managed by PERSCOM's Acquisition Management Branch.

NAME	YEAR GROUP	BRANCH
Agustin, Gene Ariel	1994	IN
Aleandre, Rodrigue	1991	SC
Ancira, Samuel Salanda Jr.	1994	FA
Anderson, Joseph Scott	1993	IN
Atkins, Thomas Joseph	1993	AD
Beall, Scott Thomas	1993	AV
Borja, Ralph Taitano	1994	FA
Brennan, William Torrance	1992	AR
Byrd, Christopher M.	1996	TC
Caldwell, Jeffrey Lamont	1994	AR
Calhoun, John Clifton	1993	OD
Cannaday, Robert Lawrence Jr.	1994	SC
Chambers, Floyd	1991	QM
Clark, Philip Rhea	1993	FA
Cockerham, John Lee Jr.	1994	AR
Comasdiaz, Angel Luis	1992	SC
Conatser, James Loren	1994	IN
Correia, Carlos Albert	1994	QM
Crank, Terry Gene	1994	OD
Crespo, Luis	1993	MI
Cude, Clarence Craig Jr.	1992	AD

Culclasure, Harry Raysor	1991	FA
Debany, Richard Burke	1992	AV
Desilva, Roy Austin	1992	SC
Devine, Craig	1991	SC
Devine, Michael Joseph III	1992	SC
Dills, Jack Eric	1992	SF
Durant, Jon Riley	1993	FA
Edens, Clayton Warren	1991	SF
Edwards, John Kennedy	1994	CM
Ellis, Bruce E.	1992	FA
Everton, Michael Scott	1994	AG
Fisher, Richard Joseph	1994	MI
Franklin, Francene Marie	1993	OD
Gonzalez, Tarolyn Y.	1993	MI
Greany, Peter Nikolay	1992	IN
Green, Lance Brandon	1992	IN
Greig, Amanda Pearson	1992	EN
Hamilton, Ronald Glenn	1994	MI
Hanner, Frank Edward Jr.	1994	TC
Harris, David Thomas	1994	IN
Hatchett, Barry M.	1992	OD
Hearon, Robert Wesley	1991	FA
Hetzel, Gregory Theodore	1994	IN
Hofmann, Daniel Michael	1992	AD
Holmes, Angela M.	1991	AD
Howald, Charles Oliver	1994	AD
Howe, Jason Alan	1993	AV
Huff, Tom Takashi	1993	AV
Hunt, Kristen L.	1991	SC
Hunt, Philip Dwight	1991	FA
Ireland, Katherine W.	1991	SC
Jackson, William D.	1992	AV
Jacobson, Kathleen Jeanette	1993	EN
Johnson, Ellsworth Ken	1993	AR
Jury, Matthew Alan	1993	AV
Kinn, Daniel David	1994	AV
Kioutas, Nickolas T.	1994	AV
Klopotoski, Dean Tadak	1993	SC
Kram, Anthony Shane	1994	AV
LaChance, Eric M.	1991	EN
Lackovic, Christopher Joseph	1993	FA
LaFlamme, Mark Henry	1991	IN
LaFontaine, David Ricardo	1993	IN
Laughlin, Kelly D.	1992	FA
Lawless, Richard Jeff	1993	MI
Lindquist, Robert B.	1993	QM
Lowrey, Douglas Scott	1994	IN
Lozano, Francisco Javier	1993	AR
Ludwig, Eric Wilber	1992	AV
Lynch, Ingrid Winslow	1992	AV
Martin, James Edward Jr.	1994	AD
Mazure, Paul David	1993	IN
McGowan, Dennis Michael	1993	IN
McGuire, Keith Quentin	1991	IN
McLeod, Gary Scott	1994	AG

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Messer, Kevin K.	1991	AD
Mills, James Christopher	1993	AV
Momon, James Jr.	1994	FA
Munster, Matthew G.	1991	AR
Nakano, Victor M.	1991	EN
O'Connor, Ryan Patrick	1994	IN
Oderkirk, Andrew David	1991	IN
Olmstead, Michael Gregory	1993	AV
Oquendo, Gregory	1992	AD
Paige, Matthew Norman	1991	TC
Pasion, Angelito Galvez Jr.	1993	AR
Pearson, Mollie Anne	1993	EN
Perkins, Russell Bryan	1991	IN
Phillips, Jeffery Eugene	1994	MP
Phillips, Lewis Herschel	1993	SC
Qualls, Teddy Donald	1993	IN
Ramos, Robert	1993	OD
Ransom, Audrey	1991	OD
Ransom, Wilton	1991	OD
Rew, Scott A.	1991	OD
Riddick, James A.	1991	MI
Rivera, Jose Manuel	1994	MP
Robison, Bryan Scott	1991	IN
Simpson, Jeffrey Scott	1993	AD
Skeen, Ricky Lyn	1994	QM
Smith, Granville Ronnell	1994	IN
Smith, Keith Allen	1991	IN
Snodgrass, William James Jr.	1993	SC
Starks, Teresa Lavall	1994	QM
Stevison, James M.	1994	OD
Stewart, Donald George	1993	OD
Stewart, Laundette Alexandra	1994	QM
Stone, Jeffery Clark	1993	AG
Stiner, Mark Thomas	1993	AG
Talbot, Mark Edward	1993	IN
Teran, Dora Elia	1994	AD
Tschida, Carol M.	1991	AV
Vanderschaaf, Reid Evan	1992	EN
Varnadore, Marcus Ladell	1993	AV
Verser, Garrett Jacobey	1994	OD
Warner, Timothy A.	1992	QM
Watts, Robert Earl	1994	IN
Webber, David Elliot	1993	AV
Williamson, John Klip III	1991	IN
Woodard, Guy Melvin III	1992	SF

## Defense Acquisition University, Beyond 2000

The Defense Acquisition University (DAU) is continually moving forward in transitioning traditional resident DAU courses to distance learning via the Internet. This initiative provides individuals wider access to courses and a cost savings to DAU in travel and per diem. Many courses have already been converted totally to online participation or transitioned to a hybrid configuration (part online and

part resident). Below is a list of courses currently available online or hybrid.

ACQ 101	Fundamentals of Systems Acquisition Management (online)
BCF 102	Fundamentals of Earned Value Management (online)
BCF 211	Acquisition Business Management (hybrid)
CON 237	Simplified Acquisition Procedures (online)
IRM 101	Basic Information Systems Acquisition (online)
LOG 101	Acquisition Logistics Fundamentals (online)
PMT 250	Program Management Tools Course (online)
PQM 101	Production and Quality Management Fundamentals (online)
PQM 201	Intermediate Production and Quality Management (hybrid)
SAM 101	Basic Software Acquisition Management (online)
TST 101	Introduction to Acquisition Workforce Test & Evaluation (online)

DAU will convert other courses in the near future. For example, at the time this article was written, ACQ 201 was due to be released as a hybrid course in March 2001. This will require applicants to take the first part via the Internet and attend a 1-week resident class. Hybrid courses require the individual to first register for the resident class. Once enrolled, applicants are automatically enrolled in the online portion and notified by e-mail with the necessary instructions.

Another DAU initiative involves re-engineering PMT 302. Plans call for splitting the course into two separate parts: PMT 302 and PMT 352. PMT 352 will be the new course required to obtain Level III certification in program management (4-5 weeks). PMT 401 will be a new course designated for personnel who have been selected or desire to become a program manager. The prerequisite for PMT 401 will be PMT 352.

A source for information on the conversion of DAU courses is the Army Training Requirements and Resources System Internet Training Application System (AITAS) located at <https://www.atrrs.army.mil/channels/aitas/>. The AITAS bulletin board displays current information on DAU courses.

Army personnel must use AITAS to apply for all DAU courses, whether they are Internet, hybrid, or resident. Army acquisition workforce personnel must also have the DAU course(s) approved on their automated Individual Development Plan before applying via AITAS.

## PERSCOM Notes . . .

### FY00 Acquisition Corps Resident Command And Staff College Officer Selection Results

The FY00 Command and Staff College (CSC) Selection Board results for Academic Year (AY) 01/02 were released Nov. 29, 2000. More than 70 Army Acquisition Corps (AAC) officers from year groups (YGs) 89 and 90 were selected for

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resident attendance, and 55 AAC officers from YGs other than 89 and 90 were revalidated.

The CSC Selection Board has now completed the transition from a four-look to a two-look selection process. Under the two-look system, 50 percent of each YG was selected to attend the resident Command and General Staff College (CGSC). Thirty percent of YG90 was selected this year. The remaining 20 percent of YG90, along with 30 percent of YG91, will be selected by the FY01 board.

Allocation of seats for AY 01/02 has not been finalized, but the U.S. Total Army Personnel Command's Acquisition Management Branch anticipates approximately 60 seats against the total population of 135 selectees, including deferments from other YGs. At the time this article was written, slating decisions were expected to be finalized around mid-February 2001.

Congratulations to the following officers selected for AY 01/02 CGSC resident attendance.

Adomatis, Dennis Paul  
Anderson, Larry Scott  
Bailey, William James  
Broek, Harold Dale Jr.  
Brown, Sharon Lavonne  
Buhl, Harold Allen Jr.  
Bush, Michael John  
Cauley, Timothy Mark  
Coleman, Willie Deron  
Conway, John Patrick  
Crick, Michael Dean  
Daniels, Mark Richard  
Deakins, Thomas Andrew  
Dease, Charles Patrick  
Dunlap, Ernest Lee Jr.  
Dupont, Joseph Peter  
Farmer, Michael Patrick  
Fischer, William Dennis  
Franks, Gregory Charles  
Gaare, Dennis  
Glenn, Eric Sean  
Graham, Gordon Lee  
Grauel, David William  
Green, Gregory Sean  
Gresham, Shawn Patrick  
Gutierrez, Moises Mota  
Helm, Eric Gordon  
Hornstein, Richard John  
Hossack, Timothy Clark  
Howard, Paul Dekle  
Ingram, John Matthew  
Jackson, Hope Michaela  
Jamison, Vernon Louis  
Jernigan, Lafonda Faye  
Jones, Michel Gerald  
Kaczmariski, David Matthew  
Kimbrough, Robert Shane  
Kiser, Douglas Jerome

Klinkhammer, Ian Bradley  
Kros, Todd Christopher  
Lind, Susan McMurdy  
Lockard, William MacLean  
Long, Robert Derek  
Lozis, Peter Paul III  
Lucas, Alex Pendleton III  
Marr, Charles Arthur  
Matlock, John Wayne Jr.  
McNulty, James Francis Jr.  
Milton, Stephen Thomas  
Mortlock, Robert Fred  
Murphy, Brian Patrick  
Murray, Randy  
Pardew, Paul Hamilton  
Peel, Kevin Sayre  
Perry, Christopher Douglas  
Pickering, Raymond D.  
Robinson, Willie Earl  
Ross, James Patrick  
Sanchez, Anthony John  
Shelton, Robert Wayne  
Sosinski, Margaret Anne  
Stein, Charles Michael  
Stroyan, Richard Jay  
Thomas, Brent Allen  
Thompson, Brian Lee  
Tice, Michael Jay  
Todd, Thomas Hiram III  
Vannoy, John Marshall  
Vinson, Timothy James  
Walls, Charles Sebastian IV  
Weaver, Mickey Eugene  
Webb, Erik Christopher  
Wilson, Terry Mac Jr.  
Wolons, David Scott  
Woods, Jeffrey Kurt  
Zybura, Martin Adam

## FY00 Colonel Promotion Board Results

The release of any promotion list is always followed by an exhaustive data analysis to "map" the characteristics of the considered and selected populations. This article summarizes the analysis of the Army Acquisition Corps (AAC) population for the FY00 Colonel Promotion Board.

### Overall Acquisition Corps Results

The selection board chose 37 AAC officers for colonel from all zones of consideration. Board members reviewed the files of 53 AAC officers in the primary zone. From this population, 29 were selected for promotion. The resulting selection rate of 54.7 percent was above the Army Competitive Category rate of 52 percent. Seven officers were selected above the zone, a selection rate of 15.9 percent. The above-the-zone Army Competitive Category selection rate was 9.5 percent. Additionally, one officer was selected below the zone, a selection rate of 1.3 percent. The below-the-zone Army Competitive Category selection rate was 3.8 percent.

### Primary Zone Promotions

Of the 29 officers selected in the primary zone, 27 (93 percent) were either current or previous centrally selected product managers (PMs) or acquisition commanders (ACs). Only 5 of the 37 selectees (14 percent) had not been previously selected for Senior Service College resident or corresponding studies prior to the FY00 Colonel Promotion Board. These five officers were in the primary zone for promotion.

Twelve officers had DA 67-8 command Officer Evaluation Reports (OERs) in their file. Eleven of these officers had one DA 67-8 report; one officer had two DA 67-8 reports. The split between above-center-of-mass (ACOM) reports and center-of-mass (COM)/center-of-mass-plus (COM+) reports was about 50 percent. The 12 officers who had DA 67-8 reports in their files also had DA 67-9 command reports (average of three reports) in their files as well. The average number of DA 67-9 command reports for the officers selected was two. The officers selected had ACOM and COM+ reports.

Five of the officers previously served as assistant program managers (APMs), three officers previously served as deputy product managers (DPMs), and three officers previously served as deputy directors. Eighteen of the officers (62 percent) had not previously served in any of these positions.

Almost 70 percent of the officers selected have served tours in the Military District of Washington (MDW). The next two most common previous tour locations were Alabama (41 percent) (Fort Rucker, Redstone Arsenal, and Huntsville) and New Jersey (28 percent) (Fort Monmouth and Picatinny Arsenal).

Nearly 66 percent of the officers selected have served in the Army Materiel Command (AMC). The next three

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most common commands where officers served were the Army Acquisition Executive Support Agency (AAESA) (59 percent), the Defense Contract Management Agency/Defense Contract Management Command (24 percent), and the Training and Doctrine Command (TRADOC) (21 percent).

## Above And Below The Zone Promotions

All officers selected above and below the zone were current or former PMs or ACs. Almost 88 percent of the officers selected have served in AMC. The next three most common commands were AAESA; the Office of the Assistant Secretary of the Army for Acquisition, Logistics and Technology; and TRADOC.

## Trends

Based on these statistics, officers competitive for promotion to colonel generally are serving or have served a successful tour as a PM or AC and have received at least one ACOM OER under the new DA 67-9 form—with strong supporting narratives from senior raters. Overall file quality was ACOM or COM (i.e., performed well in any positions they have held). Other than tours as a PM or AC, there does not appear to be a pattern of duty positions or locations that indicates selection.

## Who Was Not Promoted?

Of the 24 officers in the primary zone not selected for promotion to colonel, 5 were either current or former PMs or ACs. Nineteen officers not selected for promotion had not served as a lieutenant colonel level PM or AC.

Six of the officers had served tours as APMs, and two had served as DPMs. The remaining officers had not served in either position.

Between 55 and 60 percent of the officers had served a tour in the MDW. The next most common previous tour location was Alabama (Fort Rucker, Redstone Arsenal, and Huntsville). The three most common commands where officers served were AMC, TRADOC, and AAESA.

## Trends

Officers with straight COM OERs are not competitive for promotion to colonel. Officers with COM+ and ACOM files are competitive if they have performed well (COM+ or better) as a lieutenant colonel PM or AC. Late selection for PM or AC can result in nonselection if the officer does not have any, or a significantly less than average number of, PM or AC reports in their board file.

Duty positions (with the exception of PM or AC), duty locations, and specific commands do not appear to influence selection.

## General Observations

The file quality of officers selected for promotion continues to be strong. Because of the tough competition, not all successful PMs/ACs will get promoted. Early selection for lieutenant colonel PM or AC can improve the chances of selection simply because of the additional command evaluations available for the board's review (assuming the evaluations support promotion). COM evaluations should have substantive narrative comments provided by senior raters that focus on an officer's potential.

## Summary

Competition for promotion to colonel remains very high. Strongly documented duty performance is the key to selection. Additionally, it is important for officers in all zones to personally review their Officer Record Brief and microfiche to ensure the information is accurate and complete. Photos that are more than 2 years old, are in full-length format, are not current (e.g., awards), or that are not particularly good should be replaced. The bottom line: promotion to colonel is very tough, and overall file quality in addition to ACOM or COM+ performance while in lieutenant colonel PM/Command is crucial.

## FY00 AAC Colonel Selectees

The following is a list of acquisition officers selected for colonel by the FY00 Colonel Promotion Board:

Beatty, William Darryl III	Hrdy, Russell James
Bianca, Damian Patrick	Janker, Peter Stanly
Bianco, Stephen Gerard	Kallam, Charles Thomas
Boshears, Steven Ross	Leyva, Gabriel Figueroa
Bowman, Michael	Mancuso, August Rodney III
Buck, Stephen Duane	Martin, Edwin Harry
Burke, John Dennis	McCoy, Curtis Lynn
Conley, Joe Edward	McClellan, Harry Watson Jr.
Crosby, William Timothy	Mills, Ainsworth Bliss
Cox, Steven John	Noonan, Kevin Shaun
Davis, Lauren Steve Jr.	Padgett, Michael Gary
Defatta, Richard Philip	Pallotta, Ralph George
Dietrick, Kevin Michael	Pecoraro, Joseph Edmond
Ernst, Adolph Henry III	Price, Nancy Lee Sherk
Fox, Steven Grant	Rasmussen, Valerie Ann
Gavora, William Martin	Schmidt, Rodney Hunter
Groller, Robert Louis	Chapman
Grotke, Mark Lyndon	Smith, Michael
Heine, Kurt Matthew	Sledge, Nathaniel Hawthorne Jr.